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IDENTIFIERS	*Washington (Spokane)

ABSTRACT

A Spokane, Washington, program was designed to offer training and employment opportunities within the residential and commercial construction industries to females, minorities, incarcerated persons, veterans, and economically disadvantaged men and women. A total of 21 classes with a total of 3,116 training hours were offered to 277 participants. Preapprenticeship participants were recruited through news media, employment security agencies, multiple disadvantaged agencies, and trade organization newsletters and then interviewed. Preapprenticeship training covered safety and orientation; math; power tools; hand tools; layout and blueprint reading; floor, wall, and roof framing; and completion of a structure from the ground up. Numerous community-based projects were completed. Upon completion of the preapprenticeship training, trainees were tested on subject materials and acquired skills and placed with employers for a 4-year apprenticeship program. When completed, the 8,000-hour on-the-job program would qualify the apprentice for journeyworker status. Employers were encouraged to make site visits, communicate with trainees, and observe performance. (Attachments include application information and forms; correspondence; recruitment advertising; and media articles.) (YLB)

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BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC.
APPRENTICESHIP AND TRAINING TRUST

FINAL PERFORMANCE REPORT

JANUARY 21 1991

OFFICE OF VOCATIONAL AND ADULT EDUCATION
U.S. DEPARTMENT OF EDUCATION

BUILDING AND CRAFT SKILLS APPRENTICESHIP AND PRE-APPRENTICESHIP GRANT

COOPERATIVE DEMONSTRATION PROGRAM
(HIGH TECHNOLOGY)

GRANT NUMBER. V199A90180

CE050087

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

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BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC

PARTICIPANTS

U.S. DEPARTMENT OF EDUCATION

NATIONAL ASSOCIATION OF HOME BUILDERS

HOME BUILDERS INSTITUTE

BUILDING INDUSTRY ASSOCIATION OF SPOKANE

ASSOCIATED GENERAL CONTRACTORS

ASSOCIATED BUILDERS AND CONTRACTORS

SPOKANE COMMUNITY COLLEGE

PINE LODGE CORRECTIONS CENTER

EASTERN WASHINGTON PRE-RELEASE

T.E.R.O. SPOKANE TRIBAL COUNCIL

BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC.
APPRENTICESHIP AND TRAINING TRUST

INTRODUCTION

This program was designed to offer Training and Employment Opportunities within the Residential, and Commercial Construction Industries to Females, Minorities, Incarcerated, Veterans, and Economically Disadvantaged Men and Women.

PROJECTED

This original proposal as written provided for training and employment opportunities for 165 participants, for a total of 1974 training hours at a projected cost of $162,543.00 or $985.00 each.

The Grant portion of this project was $116,643.00 or 71.8% with a projected $45,900.00 match or 28.2%

CATEGORICAL

The actual project utilized $116,643.00 in grant monies, matched with $90,173.00 non-federal and in-kind dollars.

A total of 21 classes @ 3116 training hours, were offered to 277 participants, for a total training cost of $206,816.00.

Total average participant costs $746.00 each.

Average Grant cost $421.00 each, or 56.4%

Average match cost $325.00 each, or 43.6%

BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC.
APPRENTICESHIP AND TRAINING TRUST

OBJECTIVES

PRE-APPRENTICESHIP

Recruitment, Training, and Placement of potential craftspeople within the construction industry.

HOW ACHIEVED

Recruitment through News Media, Employment Security, multiple disadvantaged agencies, and Trade Organization News Letters, were utilized to target potential participants.

Thirty working days were allocated to receive applications prior to each selection process, Detailed application instructions were given to each applicant, and interview dates assigned.

Interviews were conducted after the 30 day application process closed.

Interview committees comprised of equal numbers of Management and Labor representatives, four per committee, were organized from Private, Public and Industry Interests, affording perspective from each group.

Initial projections were to form one committee for interviews, However, due to overwhelming applicant response, two additional committees were formed.

Due to affirmative action obligation, selection criteria for each applicant was identical. Including interview questions as supplied by the Dept of Labor and Industries.

Each applicant was required to demonstrate basic math ability (4th grade level), This was determined through

completion of enclosed problem sheet, consisting of 20 basic math problems, of which 70% was considered entry level. Applicants who were **not** able to achieve 70% math eligibility were referred to adult educational programs for additional math skills, and offered application opportunity when these skills had been achieved.

Application packet included as attachment 1.

PRE-APPRENTICESHIP CRAFT SKILL TRAINING
OVERVIEW OF FIVE WEEK TRAINING PROGRAM

The pre-apprentice training included classroom and project emphasis, Broken down as follows.

WEEK 1. Safety and Orientation. (video and manuals)
Math as it relates to the trade.
Lectures on power tools and power tool safety.
Student hands on with "hand tools"
Student hands on power tool usage.
Work book projects "layout & blue print reading"

WEEK 2. Review craft math problems using addition, subtraction, and multiplication.
foundation layout "bubble and laser transits"
floor framing, layout, safety, and power tool usage
wall framing, safety, power tool usage.

PRE-APPRENTICESHIP CRAFT SKILL TRAINING
OVERVIEW OF FIVE WEEK TRAINING PROGRAM

layout of roof framing

construction of mock-up in shop area, applying skills and knowledge acquired in first week of class.

WEEKS 3,4, AND 5.

Transport class to project site, and complete a structure from the ground up, These projects were selected from requests submitted by various interest groups, re: churches, elderly, Habitat for Humanity, Walk in the Wild zoo, city and county parks departments.

During this grant period numerous community based projects were completed, These projects were non competitive and were not subject to bid.

This following list indicates major training projects completed during this grant period.

a. Two, 1700 square foot houses for Habitat for Humanity.

b. One, 2500 square foot multi story building for the Bureau of Land Management, this project was completed with incarcerated trainees from Pine Lodge Corrections Center, Medical Lake Washington.

c. One, 2400 square foot Exhibit building for Walk in the Wild Zoo, Several out buildings were also completed to house the Lions and Raccoons.

d. One 2800 square foot Chapel, at Eastern Washington Pre-Release, Medical Lake, Washington.

BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC.
APPRENTICESHIP AND TRAINING TRUST

OBJECTIVES

APPRENTICESHIP PROGRAM

This Apprenticeship program, as registered with the State of Washington, requires four years to complete.
This 8000 hour O.J.T. program, when completed, qualifies the apprentice for journeyman status, and is documented with certification, and a registered journeyman card.
Having completed pre-apprentice training, Employment opportunities were made available, Once employment was secured, Apprenticeship entry was accomplished.
Entry into, and completion of Apprenticeship being the objective, Thus securing stable employment.

PLACEMENT PROCEDURE

To comply with Affirmative Action, and remain within the scope of our training authority, the following method of dispatch was adopted.

Upon completion of each class trainees shall be tested on subject materials, and acquired skills, scores will be tabulated, ranked, listed, and dispatched by descending order of score.

PLACEMENT PROCEDURE "CONTINUED"

Employers were notified of class schedules and number of participants in each class after the second week of training, and were encouraged to make site visits, communicate with trainees, and observe performance.

This action proved to be a key element in placements, in most instances trainees were employed, pending completion of training, due to this interaction.

NOTE

On occasion, an employer was unable to acquire the trainee of his choice due to strict adherence of placement policy outlined in "Placement Procedure" above.

AGENCY CONTACTS

Placement Contacts

- Building Industry Association of Spokane, Inc.
- Associated General Contractors
- Associated Builders and Contractors
- Remodelors Council (last three months of project)

Training Contacts

- National Association of Home Builders
- Spokane Tribe of Indians
- Spokane Community College
- Eastern Washington Pre-Release
- Pine Lodge Corrections Facility
- Geiger Corrections Facility
- Resilient Floor Coverings
- Western Floors

DISSEMINATION OF INFORMATION

The following Associations, Departments, and Organizations were utilized for information dissemination.

U.S. Department of Education

American Vocational Association

Washington Vocational Association

Corrections Clearing House

Spokane Tribe of Indians

Local News Media

National Association of Home Builders

Associated General Contractors, News Letters

Associated Builders and Contractors, News Letters

Building Industry Association, News Letters

NOTE

Information disseminated according to interest group or area.

REPLICATION OF PROJECT IN OTHER AREAS

Replication of this, or similar projects within the Construction, Manufacturing, or Agricultural Community could be very realistic.

Emphasis should be placed on continued training.

Due to the short term of each respective training class, Additional training should be planned ie: Community, or Junior College Continuation.

KEY ELEMENTS

Determine Need

Statistical information may be obtained from.

a. Employment Security Departments respective to locale.

b. Local Economic Development Councils also provide an excellent base of resource material, and potential growth information.

c. The Department of Labor and Industries may be utilized for county by county unemployment information.

d. Surveys of local employers.

e. U.S. Dept. of Labor

All resources mentioned were used to determine "need" for this project.

TRAINING CURRICULA

The curriculum materials **"Residential Carpentry"** used for this program, was developed by the Home Builders Institute, The Educational arm of the National Association of Home Builders, and is available for purchase through the Home Builders Institute at a modest cost.

Home Builders Institute
15th and M streets
Washington D.C. 20005

TRAINING TEXT

Text materials include

Modern Carpentry by Willis H. Wagner

Practical Problems in Mathematics for Carpenters
by Harry C. Huth

These Text are available through most book stores.

NOTE

In most cases additional math skills were needed prior to implementing Practical Problems in Mathematics.
This was accomplished during the first two weeks of training, in the form of a basic math refresher.
Varied levels of education were experienced throughout this project, in some instances, advanced math students were encouraged to tutor students with weaker math skills.
We found this practice to be very beneficial, both to recipient and trainer.
This same concept was also utilized for practical applications of O.J.T.

BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC.
APPRENTICESHIP AND TRAINING TRUST

PROJECT OVERVIEW

PROJECT DATES JAN 1 1989 THROUGH JUNE 30 1990

		% OF TOTAL
TOTAL PARTICIPANTS SERVED	277	100%
RECRUITED TRAINEES	186	67.1%
EXISTING APPRENTICE	91	32.9%
DISADVANTAGE AS DETERMINED BY NATIONAL GUIDELINES.	186	100%
ACHIEVED EDUCATIONAL OBJECTIVES	158	84.9%
ENTERED UNSUBSIDIZED EMPLOYMENT	158	84.9%
ENTERED APPRENTICE PROGRAM	92	49.4%
FEMALES	22	11.8%
MINORITIES	59	31.7%

NOTE

RECRUITING EMPHASIS FOR FEMALE AND MINORITY PARTICIPANTS WAS GIVEN PRIORITY, EVERY ADVERTISEMENT, OR REFERENCE TO RECRUITMENT, EMPHASIZED THESE TARGETED GROUPS.

BUILDING INDUSTRY ASSOCIATION OF SPOKANE, INC.
APPRENTICESHIP AND TRAINING TRUST

SUMMARY

During the late seventies and early to mid eighties, this region suffered economic disaster.
Agriculture, Lumber, Mining, and Light Industrial suffered tremendous losses.
In the midst of this hardship, Hanford Nucular Reservation shut down a large percentage of its activities.
The shut down of Hanford Nucular effected all Industries throughout Eastern Washington and Northern Idaho.
Layoffs were commonplace throughout the Northwest.
Unemployment in some counties reached record numbers, and continue to remain high, (up to 18%), in isolated areas.
Mining interests continued to decline, Ultimately resulting in mine and smelter closures.
During this period, large numbers of the skilled work force moved to meet employment needs in other areas and states.

During the latter eighties, economic improvements were being experienced, Major manufacturing looked to this area for potential expansion, and relocation.
The Electronic Industry also recognized opportunities in the Northwest.

One key factor, an available work force existed. However, Training and re-training became a priority to meet these Industries needs.

According to Economic Indicators, We see these needs continuing well into the next decade, Creating unique employment opportunities providing these training needs are met.

The success of this and other training programs are predicated on industry need.
Satisfying this need for the Residential Carpentry Industry has been the focus of this program.

The overwhelming success of this grant project is in direct proportion to the needs of this Industry.

THANK YOU

Bill Butler

BILL BUTLER/DIRECTOR
B.I.A. TRAINING TRUST

PROGRAM: Bldg. Ind. Assoc. of Spokane
N. 2026 Washington
Spokane, Washington 99205

DS=Day School
NS= Night School
509-325-3183

PROJECT: Building Construction Craft Skills Training
Apprenticeship and Pre-Apprenticeship
Related Instruction - DTD 06/20/88

Award Nbr. V199A90180 Contract Period: 1/1/89 - 6/30/90

FINAL REPORT JUNE 30 1990

	COMPLETED CLASSES	Description	Nbr.	Hrs.	St. Date	Comp.	Total Hrs YTD
1	Carpentry	NS Apprenticeship	11		1-4-89	5-24-89	116
2	Carpentry	NS Apprenticeship	11		1-4-89	5-24-89	116
3	Floor Covering	DS Pre-Apprentice	12		1-5-89	2-18-89	120
4	TERO	DS Apprentice & Pre-Apprentice	23		1-23-89	2-23-89	160
5	First Aid	Aprpenticeship	5		2-11-89	2-11-89	10
6	Carpentry	NS Apprenticeship	14		2-16-89	5-25-89	96
7	Carpentry	DS Apprenticeship	6		3-6-89	3-31-89	160
8	Geiger	DS Pre-Apprentice	16		3-6-89	4-14-89	240
9	Literacy	DS Pre-Apprentice	18		4-3-89	4-7-89	40
10	Carpentry	DS Pre-Apprentice	16		4-10-89	5-12-89	200
11	Geiger	DS Pre-Apprentice	14		4-24-89	6-2-89	240
12	Literacy	DS Pre-Apprentice	12		8-21-89	8-25-89	40
13	Carpentry	DS Pre-Apprentice	12		8-21-89	9-29-89	240
14	Carpentry	NS Apprenticeship	11		9-6-89	6-7-90	160
15	Carpentry	NS Apprenticehsip	16		9-6-89	6-7-90	160
16	Carpentry	NS Apprenticeship	11		9-7-89	6-8-90	160
17	Med. Lk. Corrections	DS Pre-Apprentice	14		10-16-89	11-28-89	240
18	First Aid	DS Apprenticeship	6		2-17-90	2-24-90	18
19	Med. Lk. Corrections	Pre-Apprentice	18		4-16-90	5-18-90	200
20	TERO	Apprentice & Pre-Apprentice	16		4-9-90	5-11-90	200
21	Carpentry	DS Pre-Apprentice	15		3-5-90	4-6-90	200

TOTALS 21 277 3116

Training Totals 21 Classes 277 Students 3116 Hours Thru 6/30/90

QTR Grant Dollars $10,000.00 Match Dollars $20,049.00 Tot Dollars $30,049.00
Match Goods/Svces. $ 0 Total Program $30,049.00

YTD Grant Dollars $116,643.00 Match Dollars $90,173.00 Tot Dollars $206,816.00
Match Goods/Svces. $ 0 Total Program $206,816.00

Signed: _____ Date: 1-15-91
BILL BUTLER, Project Director

ATTACHMENT 1.

APPLICATION INFORMATION

A. APPLICATION INSTRUCTIONS

B. B.I.A. INFORMATION SHEET

C. STATE APPLICATION

D. MATH TEST

E. APPLICANTS FORM
USED FOR NOTIFICATION

F. FORM I-9 "FEDERAL"

BUILDING INDUSTRY
ASSOCIATION OF SPOKANE, INC.

APPRENTICESHIP and TRAINING

Office: N. 2026 Washington
Spokane, WA 99205
Phone 325-3183

School: N. 2110 Fancher
Spokane, WA 99212
535-1600

Carpenter Apprenticeship Registered With The State of Washington

INSTRUCTIONS FOR COMPLETING THE APPRENTICESHIP APPLICATION PACKET

1. Please Print - initial application must be completed at the office, it cannot be taken out and returned.

2. Please use a pen to complete your application.

3. Please answer all questions completely. If a question does not apply to you, write N/A in that space.

4. For your employment history, please provide the information requested for <u>every</u> job you have had. Please attach additional sheets if needed.

5. If you have a complete resume, you may attach a copy to your application instead of completing the Employment History section. Please be sure that all of the requested information is contained in the resume.

6. Provide the following materials to be attached to your application, (these are required to consider your application) and if these materials are missing, we can <u>not</u> process your application:

   a) TRANSCRIPT (Grade Report)

      i) If you attended and/or graduated from high school, we will need a copy of your transcript or copies of your grade reports for the 10th, 11th and 12th grades.

      ii) If you obtained a GED, we will need a copy of your individual test scores, plus a copy of your transcript or grade reports for any of the 10th, 11th, or 12th partial grade years you attended.

      iii) If you attended a trade/vocational school, we will need a copy of that transcript or copies of your grade reports, plus i) and ii).

      iv) If you attended a community college, 4-year college or adult education program, we will need copies of transcripts or grade reports from each of these, plus i) and ii).

      v) If you cannot obtain a copy of any transcript or grade report, or not in time to submit with your application, you must provide a signed statement from an authorized representative of the school in question, fully explaining why the transcript or grade report cannot be provided.

vi) Transcripts may be official or unofficial. They must be received within 15 days of application.

b) LETTERS OF RECOMMENDATION

i) Two (2) letters of recommendation are required. Do not provide a list of references; this is not acceptable. The letters should be from two (2) former (or current) employers or teachers.

ii) If you cannot provide two (2) employer recommendations, for whatever reason, you may substitute one or two additional personal recommendations, plus a written explanation as to why you cannot provide two (2) employer recommendations.

iii) These letters of recommendation must be received within 15 days of application.

c) MILITARY DISCHARGE PAPERS
If you are a veteran of the U.S. Military Service, please provide a photocopy of your discharge papers. An official copy is not necessary (DD214).

7. Please be sure the application is complete.

8. All application packages will be maintained - and can be reactivated at any time with a telephone call

9. **All required information must be received in our office within fifteen (15) days of application date, or prior arrangements made, to be eligible for consideration.**

BUILDING INDUSTRY
ASSOCIATION OF SPOKANE, INC.

RESI-CARPENTERS APPRENTICESHIP APPLICATION
North 2026 Washington
Spokane, WA 99205

Full Name _____ Social Security #_____-____-_____

Address_____ Birth date___/___/___

City_____ Height_____Weight_____

State, Zip_____ Marital Status: Married( ) Single( )

Telephone #_____ Name of Spouse_____

Message #_____ Spouse's Work # _____

Relationship_____ # of Dependents _____

List all Physical defects, chronic diseases or major operations:_____

_____

EDUCATION	Name of School	City/State	# Years Completed	Year Grad.
Senior H.S.				
Vo-Tech				
College				
Trade School				
GED				
Other				

MILITARY

Are you a vetran? Yes ( ) No ( ) Branch_____

Service Date: From_____ to _____

Type of Discharge_____

Are you a member of the reserve or National Guard? Yes ( ) No ( )

Service Date: From_____ to _____

Miscellaneous Information:

Are you afraid of heights? _____

Are you afraid of closed or confined areas?_____

EMPLOYMENT RECORD

Please list all jobs you have had. Attach resume if you have one.
Use additional sheet if needed

Dates of Employ. Month/Year	Name and Adress of Employer	Nature of Work Done	Why Did You Leave?
From:_____ To:_____ No. of Mos._____			
From:_____ To:_____ No. of Mos._____			
From:_____ To:_____ No. of Mos._____			
From:_____ To:_____ No. of Mos._____			
From:_____ To:_____ No. of Mos._____			
From:_____ To:_____ No. of Mos._____			
From:_____ To:_____ No. of Mos._____			

Transportation:

Do you have a valid drivers license Yes ( ) No ( )

Do you have transportation available for everyday use? Yes ( ) No ( )

Tell us a little about yourself:

What other work or training (paid or non-paid) have you done that is related to the trade?
Why are you interested in this Apprenticeship Program?
What do you expect to get out of the Apprenticeship Program?
Do you have any special awards or accomplishments?
Is there anything else important about yourself that you think we should know?

How did you hear about this program?_____

_____

I authorize investigation of all statements contained in this application.

I understand that misrepresentation or omission of facts called for in this application is cause for dismissal.

Signature _____ Date _____

APPLICATION FOR APPRENTICESHIP

APP. # (DO NOT FILL IN)

Date

Apprenticeship Trade Applying for:

Name of Joint Apprenticeship Committee

Applicant's Name

Social Security No. (For Identification Only)

Phone Number

Address

Date of Birth

Military Status Veteran Yes ☐ No ☐

Discharge Date

City State Zip

Physical Disabilities

Physical Disabilities Continued

APPLICANT'S SCHOOL EXPERIENCE RECORD

	No. of Yrs.	Date Finished	School Name	City	State
High School					
High School Subjects					
1)		2)		3)	
Additional Schooling	No. of Yrs.	Date Finished	School Name	City	State
Subjects					
1)		2)		3)	

APPLICANT'S WORK EXPERIENCE

List the name and address of each employer for whom you have worked, including period of military service. Please begin by listing present employer in first space.

Firm Name and Address	Nature of Work Done	Date of Employment	No. Months
		From To	
		From To	
		From To	
		From To	
		From To	

CHARACTER REFERENCE OF APPLICANT (Not to include relatives)

NAME	ADDRESS	CITY	STATE

State briefly why you would like to become an apprentice.

Applicant's Legal Signature:

RECORD OF ACTION TAKEN BY COMMITTEE

Remarks (Continued)

This form may be obtained from: Apprenticeships Division, Dept. of Labor and Industries, Olympia, WA 98504 LI-100-33 Application for Apprenticeship 8/78

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Income History Segment: To be completed by Pre-Apprenticeship applicants only.

This income information covers the 12 month period from _____ to _____ .

Date of your last full time employment _____ . Hourly rate _____.

Number of members in household _____. Minor children _____. Adults _____.

FAMILY MEMBER	RELATIONSHIP TO APPLICANT	INCOME SOURCE	MONTHLY INCOME FOR LAST SIX MONTHS						PROGRAM TOTAL INCOME

** IMPORTANT **

We need to have a contact person we can reach you through, if we are unable to get an answer at your home. This person is for contact purposes only, and should be someone accessible to pass messages, such as a neighbor or relative you can depend on to reach you. This information is imperative in giving you consideration for job appointments and referrals.

Contact person _____ Phone _____

Relationship to you _____

I guarantee this information is accurate to the best of my ability. I understand I may be required to substantiate these figures.

Signed _____

Name: _____

MATHEMATICS FOR CARPENTERS

1. 15 in.
   18 in.
   9 in.
   23 in.
+ 54 in.
   77 in.

2. 275 ft.
   140 ft.
   379 ft.
   611 ft.
+ 307 ft.
   233 ft.

3. 1,264 cu. in.
   789 cu. in.
   37 cu. in.
+ 3,701 cu. in.
   291 cu. in.

4. $12,500
   2,185
+ 4,987
   10,090

5. 121 in.
— 47 in.

6. 1,800 sq. in.
— 709 sq. in.

7. 3,578 sq. ft.
— 987 sq. ft.

8. 12 in.
x 42 in.

9. $1,250
x 54

10. $8\overline{)864}$

11. $12\overline{)6912}$

12. $75\overline{)26325}$

OVER →

13. Add 1/4" and 1/2" =

14. Add 1/2", 3/8", and 3/4" =

15. Subtract 1/4 in. from 1/2 in. =

16. Subtract 3/8 in. from 1/2 in. =

17. Multiply 3/4 in. by 12 in. =

18. Add .875
2.625

19. Add .0625
1.2230

20. Subtract $33.18
- 2.75

APPLICANTS FORM

DATE_____/_____/_____

NAME_____(Full name)

ADDRESS_____

CITY_____STATE_____ZIP_____

PHONE_____

MESSAGE PHONE_____RELATIONSHIP_____

I have had the Pre-Apprenticeship program explained to me, and I wish to apply for this class and understand my responsibilities and commitment if selected.

-- I will attend all scheduled classes

-- I will be in school promptly at 7:30 every morning

-- I will not attend school under the influence of drugs or alcohol, in consideration for the safety of myself and my fellow students.

-- I am interested in a career in the construction industry and will apply myself to the training program.

Signed_____

Application Attached

EMPLOYMENT ELIGIBILITY VERIFICATION (Form I-9)

1 EMPLOYEE INFORMATION AND VERIFICATION: (To be completed and signed by employee.)

Name: (Print or Type) Last	First	Middle	Birth Name
Address: Street Name and Number	City	State ZIP	WORK Phone HOME
Date of Birth (Month/Day/Year)		Social Security Number	

I attest, under penalty of perjury, that I am (check a box):

- ☐ 1. A citizen or national of the United States.
- ☐ 2. An alien lawfully admitted for permanent residence (Alien Number A _____).
- ☐ 3. An alien authorized by the Immigration and Naturalization Service to work in the United States (Alien Number A _____. or Admission Number _____. expiration of employment authorization, if any _____).

I attest, under penalty of perjury, the documents that I have presented as evidence of identity and employment eligibility are genuine and relate to me. I am aware that federal law provides for imprisonment and/or fine for any false statements or use of false documents in connection with this certificate.

Signature	Date (Month/Day/Year)

PREPARER/TRANSLATOR CERTIFICATION (To be completed if prepared by person other than the employee). I attest, under penalty of perjury, that the above was prepared by me at the request of the named individual and is based on all information of which I have any knowledge.

Signature	Name (Print or Type)		
Address (Street Name and Number)	City	State	Zip Code

2 EMPLOYER REVIEW AND VERIFICATION: (To be completed and signed by employer.)

Instructions:
Examine one document from List A and check the appropriate box, *OR* examine one document from List B *and* one from List C and check the appropriate boxes. Provide the ***Document Identification Number*** and ***Expiration Date*** for the document checked.

List A Documents that Establish Identity and Employment Eligibility		List B Documents that Establish Identity	and	List C Documents that Establish Employment Eligibility
☐ 1. United States Passport		☐ 1. A State-issued driver's license or a State-issued I.D. card with a photograph, or information, including name, sex, date of birth, height, weight, and color of eyes. (Specify State)_____)		☐ 1. Original Social Security Number Card (other than a card stating it is not valid for employment)
☐ 2. Certificate of United States Citizenship		☐ 2. U.S. Military Card		☐ 2. A birth certificate issued by State, county, or municipal authority bearing a seal or other certification
☐ 3. Certificate of Naturalization		☐ 3. Other (Specify document and issuing authority)		☐ 3. Unexpired INS Employment Authorization Specify form # _____
☐ 4. Unexpired foreign passport with attached Employment Authorization				
☐ 5. Alien Registration Card with photograph				
Document Identification # _____		***Document Identification*** # _____		***Document Identification*** # _____
Expiration Date (if any) _____		***Expiration Date (if any)*** _____		***Expiration Date (if any)*** _____

CERTIFICATION: I attest, under penalty of perjury, that I have examined the documents presented by the above individual, that they appear to be genuine and to relate to the individual named, and that the individual, to the best of my knowledge, is eligible to work in the United States.

Signature	Name (Print or Type)	Title
Employer Name	Address	Date

Form I-9 (05/07/87)
OMB No. 1115-0136

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U.S. Department of Justice
Immigration and Naturalization Service

NOTICE: Authority for collecting the information on this form is in Title 8, United States Code, Section 1324A, which requires employers to verify employment eligibility of individuals on a form approved by the Attorney General. This form will be used to verify the individual's eligibility for employment in the United States. Failure to present this form for inspection to officers of the Immigration and Naturalization Service or Department of Labor within the time period specified by regulation, or improper completion or retention of this form, may be a violation of the above law and may result in a civil money penalty.

Section 1. Instructions to Employee/Preparer for completing this form

Instructions for the employee.

All employees, upon being hired, must complete Section 1 of this form. Any person hired after November 6, 1986 must complete this form. (For the purpose of completion of this form the term "hired" applies to those employed, recruited or referred for a fee.)

All employees must print or type their complete name, address, date of birth, and Social Security Number. The block which correctly indicates the employee's immigration status must be checked. If the second block is checked, the employee's Alien Registration Number must be provided. If the third block is checked, the employee's Alien Registration Number *or* Admission Number must be provided, as well as the date of expiration of that status, if it expires.

All employees whose present names differ from birth names, because of marriage or other reasons, must print or type their birth names in the appropriate space of Section 1. Also, employees whose names change after employment verification should report these changes to their employer.

All employees must sign and date the form.

Instructions for the preparer of the form, if not the employee.

If a person assists the employee with completing this form, the preparer must certify the form by signing it and printing or typing his or her complete name and address.

Section 2. Instructions to Employer for completing this form

(For the purpose of completion of this form, the term "employer" applies to employers and those who recruit or refer for a fee.)

Employers must complete this section by examining evidence of identity and employment eligibility, and:

- checking the appropriate box in List A *or* boxes in both Lists B and C;
- recording the document identification number and expiration date (if any);
- recording the type of form if not specifically identified in the list;
- signing the certification section.

NOTE: Employers are responsible for reverifying employment eligibility of employees whose employment eligibility documents carry an expiration date.

Copies of documentation presented by an individual for the purpose of establishing identity and employment eligibility may be copied and retained for the purpose of complying with the requirements of this form and no other purpose. Any copies of documentation made for this purpose should be maintained with this form.

Name changes of employees which occur after preparation of this form should be recorded on the form by lining through the old name, printing the new name and the reason (such as marriage), and dating and initialing the changes. Employers should not attempt to delete or erase the old name in any fashion.

RETENTION OF RECORDS.

The completed form must be retained by the employer for:

- three years after the date of hiring; or
- one year after the date the employment is terminated, whichever is later.

Employers may photocopy or reprint this form as necessary.

U.S. Department of Justice
Immigration and Naturalization Service

OMB #1115-0136
Form I-9 (05/07/87)
★ U.S.G.P.O.: 1987- 183-918/69085

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Washington, D.C. 20402

STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

ESAC DIVISION - (206) 753-3487
406 Legion Way S.E., Olympia, WA 98504

April 13, 1990

Steve Thosath, Chairman
Home Builders Association of Spokane, Inc.,
Apprenticeship Committee
East 1826 33rd Street
Spokane, Washington 99203

RE: AFFIRMATIVE ACTION
COMPLIANCE REVIEWS

Dear Mr. Thosath:

We have concluded the affirmative action review of your program and based upon the documentation submitted from the field office, we have found your program has an under utilization of women.

Programs that have an under utilization of minorities and women were required to submit documentation demonstrating the good faith effort activities of the sponsor in the recruitment of minorities and women for their program. The department has reviewed the good faith effort documentation submitted to this office and has found the Home Builders Association of Spokane, Inc., Apprenticeship Committee in compliance by good faith effort.

The Home Builders Association of Spokane, Inc., Apprenticeship Committeeis to be commended for their efforts regarding the recruitment of minorities and females in apprenticeship training programs.

Sincerely,

Mark M. McDermott

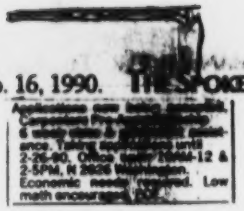
Mark M. McDermott
Assistant Director

Enclosure

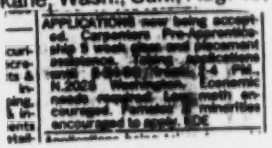
cc: John Wilson, JATC Secretary
Bill Butler, JATC Coordinator
Ernest Huntley, Program Supervisor
Apprenticeship
L&I Apprenticeship Coordinator

TYPICAL NEWSPAPER ADDS

Spokane, Wash., Fri., Feb. 16, 1990. THE SPOKESMAN-REVIEW C7



Spokane, Wash., Sun., Aug. 19, 1990



VOL. 71, NO. 31
WEDNESDAY, AUGUST 1, 1990

NOTICE OF NONDISCRIMINATION POLICY AS TO STUDENTS

The Building Industry Association of Spokane, Inc.

Apprenticeship and Training Program admits students of any race, color, national and ethnic origin, to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its eductional policies, admission policies, scholarship and loan programs, and athletics, and other school-administered programs.

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HABITAT FOR HUMANITY SPOKANE

East 316-24th Avenue
Spokane, WA 99203
(509) 456-0335

March 29, 1990

Attn: Bill Butler
Building Industry Association
N. 2026 Washington
Spokane, WA 99205

Dear Bill,

I wanted to write you to express my appreciation for the willingness of the B.I.A. Apprenticeship Program to be involved in a Habitat project this year. While other organizations are gathering more information about the program, your decisiveness and enthusiasm is refreshing. You and the program should take great pride in the fact that you will be the first trade organization to be involved in a Spokane area project. As the Spokane Habitat for Humanity program continues to grow, we hope to involve more programs from the trades. But you will always be the "flagship" program to be involved.

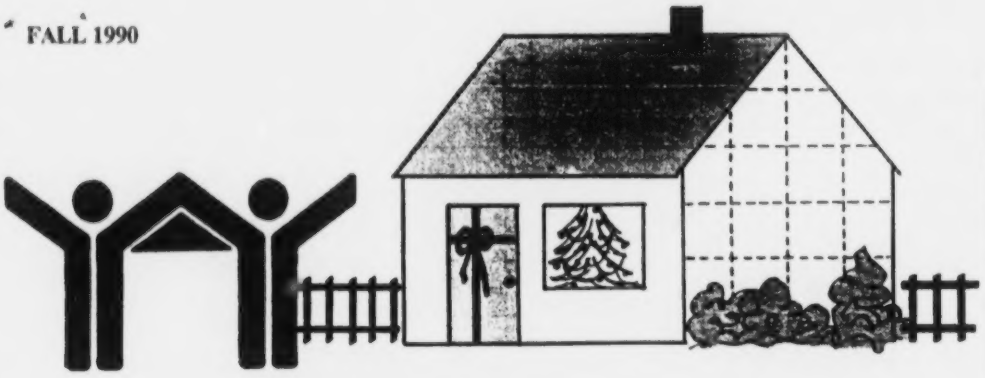
Please express my appreciation to your instructors and committee.

Thanks again,

J. Steve Walker
Chairman
Building Committee

JSW/ks

FALL 1990



HABITAT FOR HUMANITY SPOKANE

316 E. 24th, Spokane, WA 99203
(509) 456-0335

This fall edition of the newsletter marks Habitat Spokane's third anniversary as an affiliate of Habitat for Humanity International. We are one of over 500 affiliates worldwide, including 9 in Washington State. What began 3 years ago as a small group of committed, caring people has grown to allow the completion of a remarkable number of projects. The chronology of that progress reads:

September 1987 Habitat Spokane becomes an affiliate
1988 One partner family moves into a rehabilitated house
1989 Two partner families move into newly constructed homes.
1990 An older home is completely rehabilitated for use as transitional housing for homeless families.

Habitat volunteers donate 563 hours of labor plus all materials for painting Salem Arms. (see photo Page 3).

Three new 4 bedroom houses are currently well along in construction.
Habitat acquires two more pieces of vacant property.

Yes, Habitat Spokane is growing steadily and addressing the critical shortage of adequate, affordable housing for Spokane's low income families. BUT, the number of families in need is growing as well. During the summer of 1990, 85 families called Habitat Spokane to request an opportunity to become a partner family. Thus, the accomplishments of these three years are but an example and an encouragement to what Spokane's citizens can do as more and more of us agree to work together to house God's people in need.

Habitat for Humanity Spokane builds or rehabilitates homes in partnership with those people who have no other means of obtaining better shelter. This is the vision of Habitat for Humanity around the world, it is not a give-away program. Land or run-down housing is donated or purchased by Habitat. Building materials, machinery, tools, labor and services are also donated or purchased. Responsible families are selected who participate in the house design and the actual construction. They contribute 500 hours "Sweat Equity". Upon completion the house is sold to the family at cost. A mortgage is arranged at no interest - usually for 20-years. The payments that are received are used to provide houses for other families. No government funding is involved.

3 Years of ministry in Spokane

Donor List

5/22/90 through 9/10/90

Agte, Clara
Aleman, Michael & Cheryl
American Bldg. Maint. Co.
Anonymous
Arevalo, Edmundo
Archer, Lewis
Assumption Parish Outreach
Auto Specialty Center

David Balch
Scott & Anne Baumgartner
Dr. Laura Bloxham
Beautiful Savior Lutheran
Church Bible School
Bits, Bites & Nibbles
Bixby Machine Tool Supply
Reanette Boese
Ruth Pease Botchek
Richard & Lauretta Byrd

Linda J. Carlson
Cathedral of St. John the Evangelist
Brad Chinn
Robert & Julie Clausen
Columbia Lease & Rental
Commercial Creamery
B.J. Coughlin
Country Homes Christian Church
Covenant United Methodist Church
Ann Cronkhite

Joan Dendy
Margaret De Vries
Dixon Investment Co.
Lillian Dressel

Winifred Edwards
Susan Ann Ennis

Michael Fernandez

Gay Gardner
Karen & Richard Gertson
Gifford Consultants
Lawrence & Jean Gilbertson
Christopher Green
Verna Gronhovd

John & Karen Habbestad
Hamblen Park Presbyterian Church
David Hamm
Grace & Dwight Harris
Mrs. John Harper
Douglas & Jane Heiskell
Heritage Congregational Church
Rex & Joan Hollowell
Camille Hoskins

Mrs. A. H. Irwin
Dr. & Mrs. Hugh Johnston

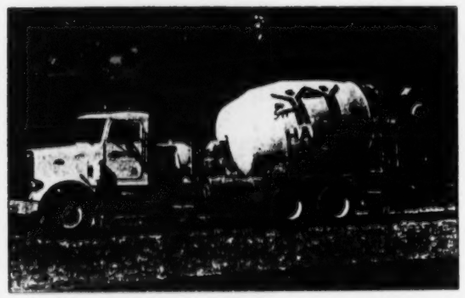
Don Kelly
Alice Kennedy
Michael Kennedy

Dick Larson
Geraldine Lindaman

Worth "Noting" in Appreciation

Members of the First Presbyterian Church remove forms from the foundation of Habitat's House #7 during their Work Week in July. Over 80 members volunteered time here and for painting the interior of Salem Arms. The First Presbyterian Church also supports Habitat financially, and members serve on Habitat's Board and committees.

Fairchild Air Force Base Survival School personnel perform at high altitudes to paint the Salem Arms. This 9 apartment structure now provides supportive housing for chronically mentally ill persons who were formerly homeless.



The Acme Concrete Company wheels around town with strong support for Habitat., for whom it has poured footings and foundations for five houses.

John Stillian, newly hired Construction Supervisor, shares a moment with his wife Sheila at a Partner-Family/Board picnic. John's presence is greatly speeding up the pace of construction with work every Saturday and many weekdays at two separate construction sites.

Steve Walker, Building Committee Chair, confers with Ron Thomsen, instructor for the Building Industry Association's 5-week pre-apprenticeship class. Under Ron's direction, 15 men and women framed, roofed and sided much of houses #5 and #6 on East 4th Avenue during July and August. Both Habitat and the BIA class benefitted significantly from the shared project.

Margaret Robertson
Rodeen's Travel
Jan Roseleip
Roubideaux & Assoc.
Valerie Roubos
Merle Rush

Dr. Stanley Sargent
Marcy Savage
Hugh Shirley Sherrick
Jane Siegel
Gerald & Linda Sittser
John & Holly Sonneland
James & Janice Spatz
Spokane Paging &
Telecommunications
Spokane Valley Baptist Church
Spokane Valley Kiwanis
Spokane Valley Methodist Church
Men's Group
Dr. Otto & Shirley Stevens
Peter Suden

Harry & Irene Teagle
The Mustard Seed

Unity Church of Truth

Virginia Van Camp

Western Mine Engineering
Whitworth Community
Presbyterian Church

Rand Young

Zeck Butler Architects

Donation of Time & Materials to Projects
5/22/90 through 9/10/90

Acme Concrete Co.
BMC West
Columbia Paint
Catherine Diehl, CPA
Eastern Wash. Univ.-Spokane Center
Kris Gillespie, Artist
Hazen & Clark Construction
Don O'Neill, Atty
Jim Owens, Painting
Shannon Plumbing

Nick Henry
Steeler, Inc., Gary Myers
Telephone Pioneers
Wahl Paint Center
Walker Construction

Partnerships with groups

Pre-Apprenticeship Program of
Bldg. Industry Assoc.
Riverview Youth Center
Fairchild Air Force Base Survival School
First Presbyterian Church Adult Work Team.
Missoula Affiliate adult work team
Keze Radio

Arch & Virginia Logan
Betty Lukins

Thomas Mahen
Manito Presbyterian Church Sunday School
Richard & Cindi Martin
Mrs. & Mrs. Mike Mateef
Richelle Matheny

Stephen & Richelle Mills
Millwood Community Presbyterian Church
Mission Avenue Presbyterian Church

Nails by Marguerite
Mr. & Mrs. Tom Newman
North Hill Christian Church
North Hill Christian Church Friendship Group

Ted & Jeannie Norton

Opportunity Presbyterian Church

Robert & Jean Panther
James & Kathleen Pasquale
Pathology Associates Medical Labs

Michael & Elizabeth Pontarolo
Ed C. Porter
Gary & Geri Proctor

Dr. Paul Ramsey
Jeanne Ratliff
Riverview Youth Center
Timothy Robblee

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There are many ways you can support this ecumenical housing ministry:

1. Contribute cash - a priority. *(See the insert for details)*
2. Provide building materials.
3. Donate property, either vacant lots or houses that can be rehabilitated.
4. Volunteer time, both skilled and unskilled labor are needed.
5. Fill a position on a Committee or Board of Directors.
6. Request a Habitat speaker for your group or church.

BOARD OF DIRECTORS

MICHAEL FERNANDEZ ..... CHAIRPERSON
CHRISTI SMITH ..... VICE CHAIRPERSON
GRACE HARRIS ..... SECRETARY
ROD BUTLER ..... TREASURER

ANN CRONKHITE, GLORIA COOPER, DON DOBBS, MIKE DURKIN, LLOYD KELLEY, EZRA KINLOW, JACK PRAXEL, JOAN SIDERIUS, JERRY SITTSER, DICK WINCHELL

SPEAKER'S BUREAU COORDINATOR ..... LYNDA SITTSER
PUBLIC RELATIONS CHAIRPERSON ..... CHRISTI SMITH
NEWSLETTER EDITOR ..... POSITION OPEN

HABITAT FOR HUMANITY is an ecumenical Christian housing ministry whose objective is to eliminate poverty housing from the world and make a decent shelter a matter of conscience. By bringing affluent and poor together to work in equal partnership, HABITAT hopes to build new relationships and a sense of community as well as new homes. HABITAT serves all clients without regard to race, color, ethnic origin, handicap, creed, religion or sex.

Habitat Spokane needs you. Won't you help? Call 456-0335

HABITAT FOR HUMANITY - Spokane
Phone (509) 456-0335
East 316 - 24th Avenue
Spokane, Washington 99203

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BILL BUTLER
BUILDING INDUSTRY ASSOC.
2026 N WASHINGTON
SPOKANE WA 99205

St. Stephen's
EPISCOPAL

June 6, 1990

Ms. Vicki Scott
Director, Apprenticeship and
Training
Home Builders' Association
N. 2026 Washington
Spokane, WA 99205

Dear Ms. Scott:

The project to make an addition and alterations at St. Stephen's Episcopal Church is nearly finished, and we held our dedication last Sunday. At that time I mentioned the fine assistance the congregation had received from your apprentice program. The cabinets constructed under Joe Seidel's supervision are well made and most appreciated by all of us.

I hope also that your program has benefited from the practice the students gained in doing the work.

Thank you very much.

Sincerely,

Robert Downing

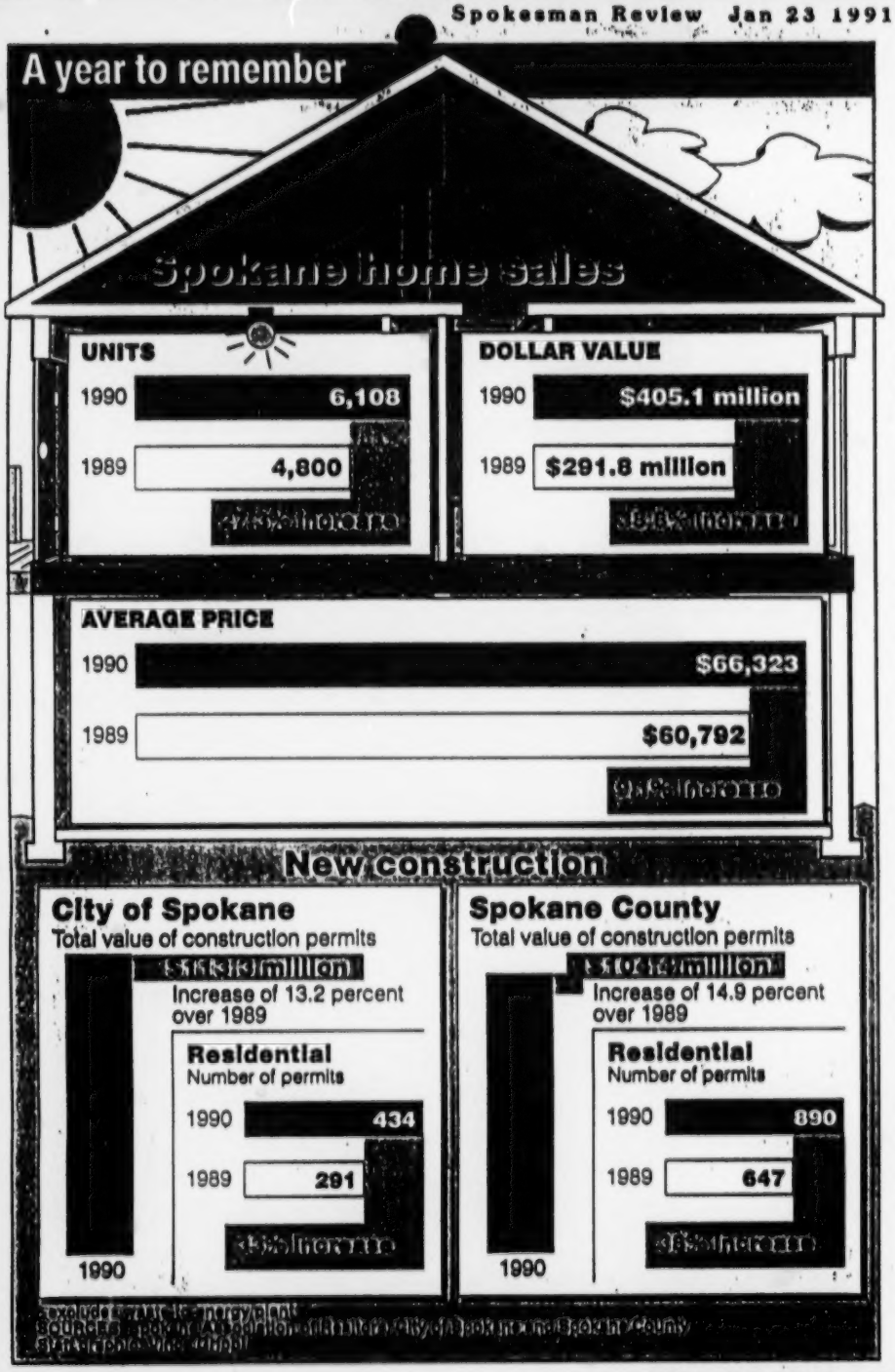
Robert W. Downing
Project Chairman

RD: lv

episcopal church

South 5720 Perry Street, Spokane, Washington 99223, Phone (509) 448-2255

Spokesman Review Jan 23 1991



City building boom continues to expand

Home construction last year best since '79

By Sean Jamieson
Staff writer

It's hammer time in Spokane. The home building and residential real estate industries continued to expand in 1990, building on a strong year in 1989, according to year-end statistics from city, county and industry sources.

Even the slow winter months were good in 1990, helped by a mild 1989-90 winter and unceasing demand from people wanting to buy and build.

Despite a decline in commercial construction, big increases in residential construction spurred double-digit increases in the total value of building permits issued by the city and county.

"It's the greatest in the past 10 years," said Bob Eugene, director of building services for the city. "It looks like we're going to continue strong."

You have to go back to 1982 to find a year in which more homes were sold, and to 1979, when easy loans were available through federal programs, to find a year when more new homes were built.

The overall value of new buildings begun in the Spokane area last year totaled $217.7 million, according to recently compiled figures from the county and city building departments. The county figures excludes the $79 million waste-to-energy plant.

The real estate and construction businesses aren't just important to carpenters and people buying homes. They're basic indicators of the fundamental health of an area's economy. "I don't think they would have improved if employment wasn't increasing, if retail sales weren't increasing" said Phil Kuharski, a financial adviser at Prudential-Bache Securities in Spokane.

Commercial contractors, however, did not enjoy the same increases as residential builders. The value of commercial construction actually fell 31 percent in the county from 1989 to 1990, again excluding the waste-to-energy plant. Commercial building fell 8.6 percent in the city.

The fate of commercial contractors in 1991 is uncertain because banks have tightened up on their commercial construction lending. The lending climate is one reason several large Spokane construction projects are on hold.

There was nothing but good news for home builders, however. New home starts surged in both the city and county and remained strong right through the end of the year, when business often drops off.

"December ended strong," said city building services director Bob Eugene. "It ended quite a bit stronger than last year. And what can I say about last year? It was fantastic."

The housing market began improving — prices rose and the number of units sold increased — in late 1988, said Kuharski. "People started looking around to see how depressed housing prices really were," he said.

The average home price rose more than 9 percent, to just over $66,000. But that number may be somewhat deceptive; the average was pulled up by the increasing number of expensive homes being built and sold. The median price — the middle number in a list of the selling prices of all homes sold in 1990 — is $56,800, up just 5.4 percent from 1989. That means there still are plenty of homes in the moderate price range.

Home prices probably will continue to rise in 1991, though the jumps in prices and sales volume probably won't be as big as they were in 1990, Kuhar-

Please see BUILDING: A11

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Inmates nail down job skills in carpentry course at Geiger

By Jim DeFede
Staff writer

It was just like any other graduation ceremony except that instead of caps and gowns the students wore hard hats. Instead of being surrounded by ivied halls, they were surrounded by barbed wire fences.

The simple ceremony Friday at the Geiger Corrections Center marked the completion by 12 inmates of a carpentry class designed to give the prisoners marketable skills when they are eventually freed.

But it gave some inmates much more.

"When I started this class I was a quitter, but now I'm not," said Christy Beguesse, a federal prisoner from San Diego, convicted of credit card fraud. "It sure has changed my work habits."

"For the first couple of days we couldn't hammer for more than five minutes," she said.

But by attending the class eight hours a day, five days a week, the inmates learned how to handle carpentry tools, and eventually completed projects that benefit the entire center, including flower boxes, picnic tables and benches.

"They are good workers and they are very intelligent people," said Ronald Thomsen, a general contractor in Spokane who acted as the course instructor. "They are an ambitious group."

The six-week class was sponsored by the National Association of Home Builders. Since the program was considered a success in Spokane, Thomsen said, it will probably be expanded to other prisons throughout the country.

"This is very exciting to me," said Deborah Herron of San Francisco, who is serving a 15-year prison term for embezzlement. "I needed a big change in my life."

She is hoping to take what she learned in class and someday become a construction worker. Thomsen said part of the program includes a job placement service when the inmates get out of Geiger.

Beguesse said she is looking forward to hiring a private contractor when she gets out of prison to help remodel her house.

"I need some extensive remodeling on my house," she said. "Now I know I won't get ripped off. I'll know what the contractor is talking about."

Inmate Bruce Abelson also said he was glad he completed the course.

"All of us learned something," he said. "I got a chance to brush up on my math. It was a very informative class."

"It was a fun class," said Beguesse. "It's the only way to do jail time."

Christy Beguesse and Deborah Herron get hard hats for finisl

Appeared in both
Spokesman Review and Chronicle papers

ATTACHMENT: A

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